







Mission Statement

To improve the status
of wage-earning women,
improve their working conditions,
increase their efficiency, and advance
their opportunities
for profitable employment

he U.S. Department of Labor Women's Bureau is a results-driven agency. We have developed this Strategic and Performance Plan in order to align our strategies, outcomes, and programs under one vision statement. All levels of our agency work together to ensure we meet or exceed the measures of success as noted on this Balanced Scorecard.

In support of the Secretary's Strategic Goals, the Bureau has developed a series of innovative demonstration projects under the outcome goals Better Jobs, Better Earnings, and Better Living. These projects use a common set of approaches that enables crossfertilization among outcome goals. The flexibility of the Women's Bureau's demonstration projects allows the Bureau to produce "how-to" manuals so outside organizations can readily replicate our projects. The changes in programs from year to year reflect the movement towards replication and a focus on priority projects.

The Bureau's performance measures demonstrate an agency-wide project management shift to achieve greater outcomes. The FY2005 and outlaying targets reflect an increased emphasis on achieving ambitious intermediate results as a means to reaching our outcome goals. The key underlying assumption is that a project will more significantly impact those participants who actively use its resources.

The Women's Bureau will continue to refine and update this tool to reflect lessons learned in order to better serve our customers.





U.S. Department of Labor

Women's Bureau

Vision Statement

The Women's Bureau promotes 21st Century solutions to improve the status of working women and their families.

Better Jobs!
Better Earnings!
Better Living!

2003-2008 Strategic and Performance Plan

Better Jobs!
Better Earnings!
Better Living!

Strategic Goal	Outcome Goals	Performance Goals	Programs	Means and Strategies	Output Measures	FY03	(T)arget vs. (A)ctual FY03 FY04 05 06 07 08 T A T A						rget vs. (A)ctual FY04 05 06 07 08 T A		Outcome Measures			get vs. (A)ctu FY04 05 06 07		
COLOR KEY Project replication phase (see S.1) Project under development Data unavailable	C.1 Better Jobs	C.I.P.I Increase women's employment in high-growth, demand-driven occupations	Online Learning for Women in Transition Project Women with Disabilities Entrepreneurship Project Group E-Mentoring in Nursing (GEM-Nursing) Girls' E-Mentoring in Science, Engineering, and Technology (GEM-SET)	Provide "high-tech" and "high-touch" resources to women who are re-entering the workforce after an extended period of absence Develop and implement project using best practices from Better Jobs projects Work with community partners to implement effective training programs that lead to self-employment for women with disabilities Increase GEM-Nursing participants Refine GEM-SET tools to reflect lessons learned from GEM-SET I, II, and III	# of women entering training Online Learning for Women in Transition Women with Disabilities Entrepreneurship # of mentors: GEM-Nursing GEM-SET # of mentees: GEM-Nursing GEM-SET # of value-added partners contributing towards WB goals: Online Learning for Women in Transition Women with Disabilities Entrepreneurship GEM-Nursing GEM-Nursing GEM-Nursing GEM-Nursing GEM-SET	35 37 100 170 50 52 500 562	120 202 30 56 360 582 3	40 40	IK	% of participants who successfully complete program (i.e., passed, certificate): Online Learning for Women in Transition Women with Disabilities Entrepreneurship % of mentees who are active: GEM-Nursing GEM-SET	trainin	*	65 65 comp	oleted centage	% of women participants who increase earnings, find employment, or enter degree program % of program participants entering field of study in high-growth, demand-driven fields	33		70 70 33 33		Strategic and Performance
	C.2 Better Earnings	C.2.P.1 Increase opportunities for women to take steps to improve their economic security and retirement savings	Wi\$e Up Financial Security Education Wi\$e Up-Gen-X Wi\$e Up-Military Spouses Other targeted groups Financial Security and Retirement Savings Outreach	Refine Wi\$e Up tools to reflect lessons learned in pilot phase Expand Wi\$e Up model to impact more women through: Partnerships targeting Military Spouses and other groups Value-added partnerships with organizations, such as CBOs, faith-based, professional associations, universities, and employers Collaborate with partners to perform outreach to targeted communities	# of participants: Wi\$e Up Financial Security Outreach # of Wi\$e Up mentors # of value added partners contributing towards WB goals: Wi\$e Up Financial Security Outreach	h IOK	84 93 12 33	84 84 84 8	750 84	% of Wi\$e Up participants who have completed at least one module % of participants who benefited from WB events		51 59		0 75 80	% of program participants who take an action step toward securing their future		33	33 50		e Plan 2
	C.3 Better Living	C.3.P.1 Increase # of employer flexible programs and policies	Flex-Options for Women	Partner with employers, including corporate executives and business owners to mentor other employers in the development of flexible workplace policies and programs Maintain and update website providing workplace flexibility resources and technical assistance including how-to guide	# of face-to-face meetings # of virtual conference calls # of employers who register to participate # of mentors	ls	6 6	120 120 120 1	6 120	% of business owners who express an interest in developing a flexible workplace policy # of policies and programs created or expanded		80 61	70 75 70 75		# of employees in participating companies with flexible programs and policies % of employer participants that created or expanded flexible programs and policies			720 IK 60 65		003-2
	S. I Value- Added Partnerships	S.I.P.I Build value-added partnerships in order to increase individuals served by WB projects	Replication Programs	Cultivate new partners to replicate, create, or expand demonstration projects related to Better Jobs, Better Earnings, Better Living	# of Leadership Programs # of women leaders who participate # of how-to guides/ archives created # of how-to guides disseminated		26 28 600 1007 5 I 2		500	# of partners who become involved with WB projects # of replications or expansions			40 45		# of individuals who receive services from projects replicated or developed			450 750 l	1050 1350	800